

Performance Pay Model for Rich School District

All employees of Rich School District are eligible for Performance-Based Compensation. In order to qualify for the compensation, an employee must articulate a plan, in writing, have it approved by his/her immediate supervisor, and have it submitted to the District Office by September 30, 2008.

Compensation will be awarded based on the percentage of total payroll. Certified will receive .801328 and classified .1986 of the total funds available.

Specific data must be presented that verifies successful completion of desired outcomes.

By individualizing the program, we hope to provide incentive for each employee to find unique ways to enhance individual performance.

Certified Employees

Certified Employee plans must address students learning/achievement. The application will specify the desired outcomes, what instruments will be used to collect supporting data and how the data will be used to evidence attainment of specified outcomes. The plan may target specific groups of students, i.e., below grade level, gifted, etc. but the supporting data must focus on the identified group.

The applicant will conference with his/her principal at least three times during the school year; one time prior to September 30, one time prior to the end of the second trimester, and again prior to the end of the school year. The final conference will verify completion of the program as outlined in the initial application (or as it may have been modified in the second conference;) or nullify the applicant from receiving compensation if the approved program was not completed satisfactorily.

The amount of compensation will be contingent upon the number of successful applicants. The available funds will be allocated among the applicants who successfully met the outcomes of his/her respective plan.

Classified Employees

Classified employees may submit plans that enhance student performance, more effectively utilize district resources, or enhance the utility of capital resources. Plans must be approved by the immediate supervisor and submitted to the District Office prior to September 30, 2008.

The employee will meet with his/her supervisor a minimum of three times during the school year; (1) Prior to September 30, (2) Prior to the end of the second trimester, (3) Prior to the end of the school year.

Compensation will be allocated to those applicants who successfully met the outcomes articulated in the initial plan (or as may have been modified in the second conference with immediate supervisor.)